

EEO-1 Self-Identification Form

Responses are used to complete the Department of Labor EEO Reporting

The employer is subject to certain governmental recordkeeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, the employer invites employees to voluntarily self-identify their race and ethnicity. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information will be kept confidential and will only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify and specific individual.

As government contractors, we also comply with government regulations including but not limited to affirmative action responsibilities as required under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Section 4212 of the Vietnam Era Veterans Readjustment Act of 1974 and Veterans Employment Opportunities Act (VEOA) of 1998. This data is for periodic government reporting and will be kept in a confidential file separate from the application for employment and employee file.

Thank you for your participation!

Name: _____ **Date:** _____

Gender: _____ Male _____ Female **Job Title:** _____

RACE/ETHNICITY: Please check one of the descriptions below corresponding to the ethnic group with which you identify.)

_____ **Hispanic or Latino**

A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish culture or origin.

_____ **White**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

_____ **Black or African American**

A person having origins in any of the black racial groups of Africa.

_____ **Native Hawaiian or Other Pacific Islander**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

_____ **Asian**

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

_____ **American Indian or Alaska Native**

A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

_____ I do not wish to self-identify

VETERAN STATUS: Vets-100

_____ I am Not a Veteran*

_____ Yes, I am a Veteran*

*Please complete the VETs-100 form

DISABILITY: Do you have a Disability? _____ Yes _____ No

If you checked "Yes", is your disability one of the targeted disabilities listed below?

_____ Yes _____ No

| | | |
|-----------------------|---------------------|--|
| Blind | Convulsive Disorder | Partial Paralysis |
| Deaf | Mental Retardation | Complete Paralysis |
| Missing Extremity (s) | Mental Illness | Genetic or physical condition affecting limbs or spine |

Veteran Self-Identification Form 100

Responses are used to complete the required VETS-100 Reporting

Name: _____ Date: _____

Position employed in or applied for: _____

- 1) Yes / No **Are you a Veteran?** If Yes, what is your **Date of Discharge** _____
If you are a Veteran, please continue and check all that apply (see below for definitions)
- 2) Yes / No **Are you retired from the military?** If Yes, what is your **Date of Retirement** _____
- 3) Yes / No **Disabled Veteran**
- 4) Yes / No **Veteran of the Vietnam era**
- 5) Yes / No **Other protected Veteran**
(Veteran who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded)
- 6) Yes / No **Recently separated Veteran** (Veteran within 12 months from discharge or release from active duty)
- 7) Yes / No **Do you qualify for Veteran's Preference;** if yes please explain: _____
(The last war for which active duty is qualifying for Veterans preference is World War II (12-7-41 thru 4-28-52))

The U.S. Department of Labor (DOL), Veterans' Employment and Training Service (VETS) annually collects and compiles the Federal Contractor Veterans' Employment Report (VETS-100) from federal contractors and subcontractors. DEL REY is an Equal Opportunity Employer and ensures its personnel processes provide for careful, thorough and systematic consideration of the job qualifications of applicants and employees with known disabilities and for covered Veterans for job vacancies filled. DEL REY takes affirmative action to employ, advance in employment, and otherwise treat qualified individuals without discrimination based on their status as individuals with disabilities and/or Covered Veterans in all employment practices. Under the regulations implementing the affirmative action provisions of VEVRAA issued by the Office of Federal Contract Compliance Programs (OFCCP), a federal contractor is required to invite applicants and current employees to inform the contractor whether he or she is a Veteran belonging to one or more of the categories of Veterans covered under VEVRAA who wishes to benefit under the contractor's affirmative action program (AAP) for covered Veterans. Definitions follow:

Disabled Veteran means:

- 1- A Veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability
- (A) rated at 30 percent or more, or
 - (B) rated at 10 or 20 percent in the case of a Veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap
- 2- A person who was discharged or released from active duty because of a service-connected disability.

Veteran of the Vietnam era means:

- A person who:
- 1- Served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days and who was discharged or released with other than a dishonorable discharge, if any part of such active duty was performed:
- (A) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or
 - (B) Between August 5, 1964, and May 7, 1975, in all other cases.
- 2- Was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed:
- (A) In the Republic of Vietnam between February 28, 1961, and May 7, 1975; or
 - (B) Between August 5, 1964, and May 7, 1975, in any other location.

Other protected Veteran means:

Veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the U.S. Department of Defense.

Recently separated Veteran means:

Any Veteran during the three-year period beginning on the date of such Veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

Armed Forces Service Medal Veteran means:

Any Veteran who, while serving on active duty in the U.S. military, ground, naval, or airservice, participated in a United States military operation to which an Armed Forces Service Medal was awarded pursuant to Executive Order 12985.